



**Amendment Proposal #1 for:  
Building Skills Partnership  
Agreement Number: ET15-0409**

**Amendment Effective Date:** September 24, 2016

**Panel Meeting of:** September 23, 2016

**ETP Regional Office:** North Hollywood

**Analyst:** L. Vuong

**CURRENT PROJECT PROFILE**

Contract  
Type: SET MB - Retrainee

Industry  
Sector(s): Services  
Green Technology

Counties  
Served: Statewide

Repeat  
Contractor: ☒ Yes ☐ No

Union(s): ☒ Yes ☐ No

Priority  
Industry: ☐ Yes ☒ No

Current Contract Term: April 6, 2015 to April 5, 2017

Current Funding	In-Kind Contribution
\$336,700	\$525,000

**AMENDMENT FUNDING**

Requested Funding	Support Costs	Amendment Funding	In-Kind Contribution
\$46,125	\$3,150	\$49,275	\$76,875

Total Funding
\$385,975

**AMENDMENT TRAINING PLAN TABLE**

Job No.	Job Description (By Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	SET MB Retrainee	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, Literacy Skills	350	8-200	0	\$962	*\$15.07
				Weighted Avg: 60			
2	SET MB Retrainee	Business Skills, Commercial Skills, Computer Skills, Continuous Impr, Literacy Skills	75	8-200	0	\$657	*\$15.60
				Weighted Avg: 41			

\*It will be made a condition of contract that trainees will never be paid less than the State or local minimum wage rate as in effect at the end of retention regardless of the wage expressed in this table. The highest minimum wage rate will prevail.

**Minimum Wage by County:** Job Number 1: \$16.44 per hour for Alameda, Contra Costa, Marin, San Francisco, San Mateo and Santa Clara Counties; \$15.97 per hour for Los Angeles County; \$16.02 per hour for Orange County; \$15.93 per hour for San Diego County; \$15.75 per hour for Sacramento County; \$15.56 per hour for Alpine County; and \$15.07 per hour for all other Counties.

**Phase II Wages (CY2016):** Job Number 2: \$17.02 per hour for Alameda, Contra Costa, Marin, San Francisco, San Mateo, and Santa Clara Counties; \$16.48 per hour for Los Angeles County; \$16.51 per hour for Orange County; \$16.46 per hour for San Diego County; \$16.10 per hour for Sacramento County; \$15.91 per hour for Alpine County; and \$15.60 per hour for all other counties.

**Health Benefits:** ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

**Used to meet the Post-Retention Wage?:** ☐ Yes ☐ No ☒ Maybe

Participating employers may use health benefits ranging from \$2.32 to \$5.92 per hour to meet the Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Janitor	

**INTRODUCTION**

Building Skills Partnership (BSP) ([www.buildingskills.org](http://www.buildingskills.org)) is a statewide non-profit collaboration between the Service Employees International Union-United Service Workers West (SEIU-USWW) Local 1877, building service employers, and community leaders. BSP's mission is to improve the quality of life of low-wage building service workers by increasing their skills and opportunities for career advancement; and to assist unionized building service employers to develop stronger staff so they can maintain a competitive edge.

BSP provides services to six regions in California: Los Angeles, Orange County, San Diego, San Jose, Oakland/San Francisco, and Sacramento. BSP reaches approximately 12,000 union Janitors and service workers in these regions. Eighty building service employees are currently contributing to the BSP education and training fund.

BSP's training programs include: ADVANCE Workplace Training, Computer Literacy, English as a Second Language, Health and Wellness, Parent Education and Educational Access, Civic Engagement, Customized Vocational Training, and Financial Literacy.

### **AMENDMENT DETAILS**

BSP is requesting additional funding for a new cohort of 75 trainees in Job Number 2 (Phase II). This will increase the estimated number of trainees from 350 to 425, and increase the Agreement amount from \$336,700 to \$385,975. There will be no change in participating employers or curriculum. Phase II wages reflect CY2016.

BSP initially submitted a conservative training plan to ensure success. During the term of the Agreement, they received more demand from participating employers, which drives the need for additional funding.

Trainees are going through an aggressive training plan, including multi-day and multi-week classes (2 to 4 hours per day, 2 to 3 days per week). BSP is confident that they can earn the increased amount within the remaining term of contract, which leaves four more months for delivery of training prior to the retention period.

### **RECOMMENDATION**

Staff recommends approval of this Amendment.

### **CURRENT CONTRACT PERFORMANCE**

The following table summarizes performance by BSP under the current ETP Agreement:

Agreement No.	Approved Amount	Term	No. Trainees (Average)	No. Completed Training	No. Retained
ET15-0409	\$336,700	04/06/2015 – 04/05/2017	350	355	355

To date, the ETP Class/Lab Tracking shows 16,414.5 eligible hours for potential earnings of \$263,288.58 (78% of the Agreement amount). The Contractor projects final earnings of 100% based on training currently committed and in progress through January 4, 2017, under Phase I.